

Coleg Gwent Further Education Corporation Board Diversity & Inclusion Statement



Coleg Gwent is a welcoming, diverse and inclusive college. We want it to be a positive environment, where we are all open-minded and everyone feels safe and respected. A place where everyone can be themselves and everyone can thrive.

OUR COMMITMENTS

Role of the Board

As the Board of Governors, we recognise that we must take the lead and champion diversity and inclusion. We will do this by setting a framework that protects, supports and celebrates diversity. As a Board we will set expectations around behaviour and values for everyone in the college and we will embed inclusive practices across everything we do.



Board membership

We recognise the value of having Governors who reflect the diversity of our staff and students, as well as the wider communities we serve. In this context, diversity refers to the protected characteristics set out in the Equality Act 2010, as well as different socio-economic backgrounds, Welsh language skills, life experience, career paths and diversity of thought. Our Board needs the right skills to fulfil our responsibilities in governing the college, but we also know that good decision-making, effective leadership and innovation are enabled and enhanced by embracing different perspectives, ways of thinking and lived experiences.

Our commitment is that by 2030 our Board members will reflect the communities we serve. To this end we aim to:

- Maintain a balance of male and female members as well as members who identify as non-binary or transgender.
- Have a minimum of four members who are Welsh speakers (either fluent or advanced learners).
- Better reflect the ethnic diversity of our communities and have a minimum of five members from a Black, Asian or Minority Ethnic background.
- Increase the number of members from other protected or underrepresented groups, including those with a disability, those from the LGBTQ+ community and individuals from different socio-economic backgrounds and with different life experiences.

Board Recruitment

- All applications for appointment to our Board will be considered on merit with reference to the agreed person specification and the skills needs of the Board at the time.

- The recruitment process for Board members will reflect best practice. It will be open and transparent with opportunities to join the Board shared with the widest possible audience.
- The Board will engage with initiatives/mentoring schemes that support potential future Governors to develop relevant skills.
- At the discretion of the Chair, individuals interested in becoming a Governor may find out more about the role by attending one or more meetings as an observer.
- Recruitment will seek to engage directly with underrepresented groups and the local community.
- The Board will work with colleagues and other organisations across the sector to raise awareness of the role of college Governors.
- On appointment, all new Governors will be assigned a Mentor to support them in their role.

Monitoring and Ongoing Review

- Each Board member will annually sign to affirm their commitment to the college's Core Values and the inclusive approach outlined in the Coleg Gwent Diversity Charter.
- The Board will agree a Diversity Action Plan and periodically review progress against it.
- The Board will annually review a report summarising its diversity profile and actions taken in relation to improving the diversity of its members.
- Information on Board diversity will be shared on the college website.
- This Board Diversity & Inclusion Statement will be reviewed annually and published on the college website.

Signed on behalf of the Board



Sue Ball
Chair of Governors



Approved: 7 July 2026